N 38/988-89

Foreign Labor Trends

Netherlands

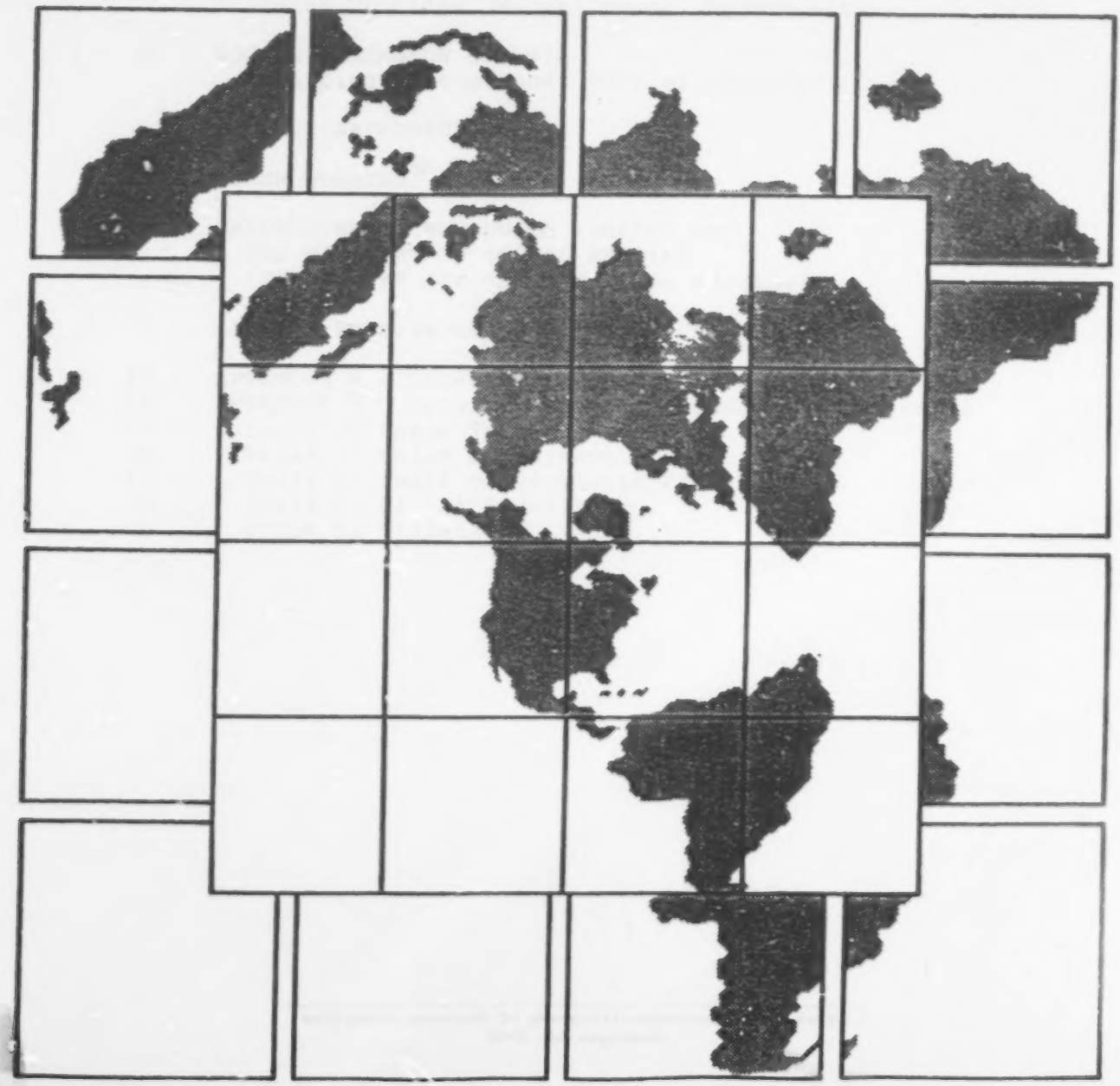
Released by
U.S. Department of Labor
Bureau of International Labor Affairs

Prepared by
American Embassy
THE HAGUE

1988 - 1939

FLT 89-48
Frequency: Annual

Supersedes: 87-37



ble

L 29.16:

For sale by the Superintendent of Documents, U.S. Government Printing Office
Washington, D.C. 20402

FOREIGN LABOR TRENDS REPORT

NETHERLANDS

1988 - 1989

TABLE OF CONTENTS

Page	
1	KEY LABOR INDICATORS
3	LABOR TODAY (Union Profiles, Major Issues, Agreements)
4	SOCIAL DIMENSION OF 1992 (Changing perceptions, "social dumping")
5	SOCIAL PARTNERSHIP
6	WOMEN WORKERS
7	UNEMPLOYMENT, NON-UNION WORKERS AND THE MINISTRY OF SOCIAL AFFAIRS (The "grey" and "black" labor markets)
7	LABOR'S ROLE IN INTERNATIONAL AFFAIRS
10	APPENDIX A - Directory of Dutch Unions
15	APPENDIX B - Labor, Manpower, and Social Statistics
15	Table 1: Labor Force
16	Table 2: Union Membership
17	Table 3: Index of Regulated Wages
18	Table 4: Social Security
19	Table 5: Strikes

KEY LABOR INDICATORS
(as of March 1, 1989)

The average exchange rate for 1988 was $1.00 EQ 1.98 guilders (f.). All of the U.S. dollar figures below have been converted at that rate to facilitate comparability.

	1987	1988	Pct Chnge
Per capita GNP, current prices ($)	14,821	15,275	3.1
Per capita GNP, 1980 prices($)	12,658	12,958	2.4
Population (million)	14.7	14.8	0.6
Major ethnic groups (000)			
Turkish	160.6	167.3	4.2
Moroccan	122.7	130.1	6.0
Total foreign population	568	592	4.2
Births (000)	187	186	-0.5
In-migration: total (000):	96	90	-6.2
of whom foreigners	61	57	-6.5
Out-migration: total (000)	52	54	3.8
of wnom: EC countries	23	23	-
Morocco and Turkey	5	7	40.0
Suriname	1	1	-
Netherlands Antilles	2.5	2	-20.0
Life Expectancy At Birth (1986 est.)			
Male	73.1	73.1	-
Female	79.6	79.6	-
Labor force (000)	6,090	6,184	1.5
Employment	4,709.9	4,830.4	2.5
Manufacturing/Industry	976.0	984.0	0.8
Agriculture	70.2	75.7	7.8
Mining	9.7	9.6	1.0
Public Utilities	45.9	45.0	1.9
Building	327.6	334.3	2.0
Trade, Hotel, Restaurant, Repair	811.7	852.2	5.0
Transport, Storage	329.4	336.4	2.1
Banks, Insurance	540.8	568.9	5.2
Other Services	1,598.4	1,624.4	1.6
* Unemployment Rate (GAB Registration)	11.3	11.1	-
* Unemployment Rate (CBS Labor Census)	n.a.	7.0	
Labor Productivity (1980=100)	121	124	2.5
No. Work Days Lost from Ind. Disputes	58,276	8,922	-84.7
Absenteeism, Sickness &Accidents (Pct.)	6.7	6.5	
Minimum Weekly Wage ($)	231.67	231.67	-
Avg. gross hourly wage ($)			
Agriculture	8.00	8.13	1.6
Industry	9.98	10.10	1.7
Services	9.26	9.39	1.4
Wage Costs/Hour In Industry ($)	19.52	19.95	2.2
Avg. Hours worked per work	40	40	-

	1987	1988	Pct Chnge
Avg. Wage (annual) ($):			
Wage costs	26,852	26,895	0.16
Gross	20,707	20,811	0.50
Net	13,289	13,415	0.90
Unionized Labor (%)	29	29	-
Average Disposable Income ($)	9,984	10,178	1.9
Consumer Price Index (1980=100)	99	100	1.0
US Exports to Netherlands($ billion)	6,717	7,576	13.4
US Imports from Netherlands($ billion)	4,091	4,394	7.3

SOURCES: Central Bureau of Statistics (CBS), Central Planning Bureau

* NOTE: On January 1, 1989, CBS census-based unemployment statistics replaced Social Ministry data furnished by Regional Labor/ Unemployment Bureaus (GAB's).

LABOR TODAY

The profile of organized labor in the Netherlands over 1988 and early 1989 is one of greater self-confidence buoyed by new leadership, a reversal of the long-term membership decline, and a greater sense of mission and unity driven by the challenge of a single market for western Europe by 1992. Three major confederations, the secular-socialist Federated Dutch Trade Union Movement--FNV (930,000 members), the protestant-Christian National Federation of Trade Unions--CNV (294,000), the nonaffiliated Labor Central for Clerical and Commercial Personnel--MHP (121,000), and a handful of smaller independent unions represent approximately 30 percent of the total Dutch work force. (A fourth federation is in its formative stages and may be established before the end of 1989. It represents a potential 110,000 workers, primarily in the lower civil service.) FNV added 20,000 new members in 1988, CNV 2,000 new members, and MHP 7,000. An FNV-sponsored rally to protest unemployment and the government's austerity proposals, held in Amsterdam, October 1988, generated an unprecedented and unexpected turnout of 150,000 members and sympathizers, the largest labor-sponsored event since the end of World War II. This demonstration may have signaled one response to Dutch labor's chronic dilemma: How does the union win new members and keep their loyalties? In light of extensive welfare state benefits, what more can the union do for the members it already has?

The two major Dutch labor federations represent a broad-gauge social unionism. These unions see themselves as representatives not just of their memberships' economic interests, but also of the isolated, underprivileged, and victims of society at large. On the international level, their sense of representation extends to perceived targets of political repression or injustice abroad. However broad the unions' social agenda might be, their practical effectiveness on the shop floor remains somewhat limited. Tools for building member loyalty--such as effective grievance representation--are rusty from disuse.

The major issues for Dutch labor over 1988 and 1989 were the chronic one of unemployment and the unions' growing concern over the social implications of the 1992 single market. Environmental questions surged higher on labor's agenda in early 1989 once the New Year's round of major collective bargaining agreements had been concluded. The environmental focus tracked well with Dutch labor's brand of social unionism and with the prominence that the environment is expected to assume in the 1990 elections. Labor concern with the environment was underscored by a recent agreement--reached with

attendant publicity--between the FNV and the major employers' federation (VNO) "to work together for the environment." (Another union, however, considered the agreement as having little to do with the environment and a great deal to do with the internal politics of both organizations.)

One-third of all collective bargaining agreements (CAO's) came up for renegotiation in early 1989. Nearly all had been concluded by mid-March. The most difficult negotiations occurred in the highway transport and graphics sectors. The breakdown of both sparked wildcat strikes against perishable freight carriers and against various presses. These strikes--soon legitimized by federation endorsement--were finally resolved through agreements more generous at the margin than most other 1989 contracts. In the road-transport and graphics contracts, wage gains averaged 2.5 percent with some few fringe and pension improvements, as opposed to the 1.5 percent average increases for this year's overall bargaining. (The previous year's bargaining round, which encompassed two-thirds of all CAO's, yielded 0.7 percent average wage rises.) No workweek reductions were achieved, except in the long-haul teamsters' contract. This year's round of negotiations were conducted in an atmosphere of noticeably renewed union self-confidence and determination. The 1989 bargaining round was seen widely as a "warm-up" to the 1990 CAO negotiations. Along with their long-term goal to shorten the workweek, the unions want to phase out 2-year contracts in favor of annual bargaining. (The 1988-89 CAO negotiations were detailed in The Hague 1719.)

SOCIAL DIMENSION OF 1992

On the question of establishing a single western European market by the end of 1992, Dutch trade union positions have moved from early euphoria, through cautious optimism, to a current wariness and skepticism. The unions harbor few illusions about the endurance of such abstractions as solidarity strikes, pan-European labor unity, or even multinational coordinated bargaining when they--or their counterparts in other European Communities (EC) states--are faced with concrete survival issues, of which massive gains and losses of employment are the most important among them. While the FNV's brave slogan is "1992: More a Challenge Than a Problem," some trade unionists envision a Darwinian nightmare of fierce competition over wages, hours, and standards in the years following 1992, in which only the largest companies "win"...and most workers lose.

Their major concerns center on the specter of "social dumping," essentially a mini- North/South issue within the

Community. Social dumping encompasses the potential influx of job-seekers into the Netherlands from those southern tier EC countries having weaker unions, inferior wages, poorer labor standards, and lesser social benefits. This new labor pool would exert downward pressure on local wages, conditions, and benefits.

Related anxieties include employer- and competition-driven pressures on the government to reduce the levels and scope of Dutch welfare benefits to a new--and lower--uniform Community standard ("harmonization"), as well as implicit pressure to relocate Dutch production and jobs to many of the very countries from which excess workers are migrating. These labor sources see little advantage in the theoretically great increase of job opportunities overall, or in the enhanced cross-border mobility which their own members would enjoy under the new regime. According to their line of reasoning, since a number of EC states suffer unemployment rates as high or higher than that of the Netherlands, few employment opportunities would accrue to the relatively small number of Dutch job seekers willing to migrate within the Community. In essence, union strategists believe that 1992 will hand employers powerful negotiating weapons but will offer few offsetting benefits to Dutch workers.

The Netherlands' two major labor leaders laid down markers clearly with these recent observations:

> (Hofstede--CNV) "It would be a great shame if, under the guise of harmonization, national labor relations were to be reduced to a new type of class struggle."
>
> (Stekelenburg--FNV) "Too, I believe that the EC will have to accept certain basic principles in the social sphere. Among these are: -the right of workers' to be informed, -the right of co-determination, -permission to conduct trade-union work, -the legality of collective cross-border labor actions, -the right of social security in cases of sickness, disability, old age, or unemployment, and -the right of vocational education. These points must be adopted as quickly as possible by the twelve member states as a basis for social policy."

SOCIAL PARTNERSHIP

The Dutch unions retain their faith in the "social partnership" of labor, government, and management, and in its cooperative model of industrial relations. These have defined

and governed the Dutch labor-management relationship since the end of World War II. The credibility of this partnership was first questioned in late 1988, when the two major trade union confederations denounced the Ministry of Foreign Affairs' "arrogance" for issuing a report to the United Nations on socio-economic human rights conditions in the Netherlands, without having consulted or informed the social partners.

Then in early 1989, the existence of "The Club of Eleven" was discussed widely and in the press: a 40-year old informal institution, it comprised 10 directors of the Netherlands' largest corporations and an independent academic moderator. The Club members allegedly defined and coordinated their firms' positions on major labor and manpower issues... without outside consultation. At the same time--and to the professed surprise of the unions--a long-standing "confidential" bilateral relationship and regular dialogue between the government and certain members of the Club of Eleven were revealed. The government agency involved was the Ministry of Interior. Its participants in these discussions over the years were its successive Directors-General for Management and Personnel. The current incumbent and participant is Hans Pont, who also was the former president of the FNV. Such arrangements, which systematically excluded one of the three partners from discussions concerning its direct interests, may test the viability of this tripartite balancing act.

WOMEN WORKERS

In many ways, the Netherlands remains a paternalistic society. A web of institutions which range from the income tax code which penalizes second-income families through restrictive store-closing laws which largely limit shopping hours to office hours, to the ingrained cultural and religious attitudes have combined to discourage women's pursuit of serious careers. The Netherlands features northern Europe's second lowest percentage of women in the active work force.

> (A September 1988 OECD (Organization for Economic Cooperation and Development) analysis charts the participation rate for Dutch women, age 25-54, in the part-time or full-time labor market at just over 45 percent. The comparable rate for Swedish women was about 90 percent, American and French women around 70 percent, and German women just under 60 percent.)

The overwhelming majority of top leadership positions--in labor and government, as well as in industry, finance, and the professions--are occupied by men. Open age discrimination

against prospective workers of both sexes is universally practiced, including multinational firms operating here. Age discrimination compounds the difficulty of older women workers who, by choice or necessity, attempt to enter the labor market. A Parliamentary survey completed in the fourth quarter of 1988 noted that women's gross hourly wages averaged f.15.50 (about $7.75) against f.23 (about $12.50) for men. Pay differentials remain large, even for men and women performing identical work. According to the same census, 1.5 percent of all companies in The Netherlands offered child-care facilities and/or extended parental leave. In March 1988, the European Court of Justice ruled that the Netherlands' former Unemployment Act (WWV) contained elements which discriminated against women workers. While WWV had expired in 1984, women who had become unemployed before that date were denied benefits. Responding to the court's decision, the Ministry of Social Affairs ruled that women so situated could now claim the appropriate benefits under the new Unemployment Act (NWW).

Against this problematic background, women in increasing numbers are finding work outside the home. In the organized work force for example, over half of the FNV's 20,000 new members inscribed in 1988 were women; they now comprise one-fifth of the federation's total membership. At the labor leadership level, women are progressing. Two were elected to the respective executive boards of the FNV and the powerful Industrial Workers' Union, and 3 of the 17 FNV-affiliated unions now are headed by women.

UNEMPLOYMENT, NON-UNION WORKERS, AND THE MINISTRY OF SOCIAL AFFAIRS

Unemployment, especially long-term unemployment, remained an intractable issue for the government, unions, politicians...and for prospective workers themselves. The measurement of unemployment rates in The Netherlands underwent a fundamental change over 1988-89. Before January 1, 1989, official unemployment statistics derived from aggregate numbers of persons registered for unemployment benefits at the Ministry of Social Affairs' regional labor bureaus. Considerable debate and controversy centered over the structural inaccuracies of that system, which overcounted certain categories, such as those who remained on the register after having found work, and undercounted others, such as involuntary part-time employees and unregistered prospective workers. The Central Bureau of Statistics (CBS) undertook the publication of its first census-based unemployment statistics which covered the first three quarters of 1988. Since then, the published CBS unemployment rates have averaged around 35 percent lower than the former Labor Bureau-generated statistic. Based upon large

(100,000) household samplings, the CBS statistical methodology conforms more closely to the ILO standard, which counts only those unemployed workers who are immediately available for work. The government terminated side-by-side publication of "competing" unemployment statistics from the Ministry of Social Affairs and CBS on January 1, 1989. (See the Key Labor Indicators and Appendix B which present current and trend unemployment statistics, and 87 The Hague 00682 which details the change in unemployment statistics methodology and sourcing.)

An estimated one-third of potential workers in the Netherlands have been out of a job for two years or longer, or have never worked full time. Most have lower levels of education and skills. At the same time, many firms are paying extravagant recruiting bonuses to find qualified staff. In short, there are serious structural mismatches between an intense demand for qualified workers and the underskilled labor supply. Consequently, retraining and vocational education are replacing shorter workweeks and other redistribution schemes as longer-term tools of choice to confront the unemployment problem.

While the government's commitment to labor market programs compares favorably with most other OECD states, few new jobs go to the long-term unemployed. Rather, school graduates and women entrants are filling them. These new entrants into the labor market absorb most of the new positions created, leaving the overall unemployment rate largely untouched. Former "guest workers," primarily Turks and Moroccans who remained in the Netherlands, are hardest hit by the job deficit. The adult unemployment rate for these groups approaches 40 percent, according to the Ministry of Social Affairs.

> (According to a February 1989 OECD study, the Netherlands invested 1.08 of gross domestic product (GDP) in labor market programs in 1987 (the latest available comparative data). Only Sweden and Denmark were significantly higher. The United States invested .24 percent, France .74 percent, and the Federal Republic of Germany .99 percent.)

One cannot lose sight of the fact that 70 percent of Dutch workers are <u>not</u> organized into unions. However, these workers do benefit from the generally good wage levels and working conditions negotiated between unions and employers, from the enforcement of comprehensive labor laws, and from the array of social benefits afforded all Dutch citizens. Many work in retail trade, small manufactures, and agriculture. A great number work through temporary labor contractors (<u>uitzendburos</u>).

There is a considerable "grey" and "black" labor market in the Netherlands. The former is defined as employment which does not comply with current laws and regulations, the latter as employment in which the employer and worker evade payments of income tax or social premiums. These jobs by definition are unorganized. According to a mid 1988 national survey by Amsterdam University, this labor pool provides an estimated 300-400,000 person years' employment, with around 100,000 absorbed in household employment. Many of the remainder represent workers in industry, maintenance, agriculture, and craftsmen "working off the books." The same study estimates that 4 of every 10 working age Dutch citizens are involved as job seekers, at one time or another, in this informal labor market.

A major question, now in Parliamentary debate, for the Ministry of Social Affairs is the proposed restructuring of its regional labor bureaus. If approved, the bureaus will become tripartite entities; employer and trade-union representatives will share their management with the Ministry. Besides being employment offices and unemployment benefit centers, the labor exchanges previously functioned as original generators of employment, unemployment, and other labor-manpower statistics. As yet, the implications of eventual tripartite control are unknown. The Ministry of Social Affairs itself is in the midst of moving its own headquarters to another part of The Hague. It plans to consolidate its annexes there. This process is due for completion by late 1989 or early 1990.

LABOR'S ROLE IN INTERNATIONAL AFFAIRS

Both confederations are active in those international matters of particular interest to their constituencies. In addition to the Social Dimension of 1992 (see above), these include environmental questions, labor and human rights in Turkey, the situation of Palestinian workers in the West Bank and Gaza, and certain ILO conventions of special interest to Dutch employers, workers, and government. The Amsterdam-based International Federation of Free Teachers's Unions projects the concerns of educators world-wide.

Appendix A

DIRECTORY OF DUTCH UNIONS

THE FEDERATED DUTCH TRADE UNION MOVEMENT (FNV)

Chairman: Johan Stekelenburg
International Affiliations:
European Trade Union Confederation (ETUC)
International Confederation of Free Trade Unions (ICFTU)

FNV Trade Union Affiliates:

Agricultural and Food Workers
Chairwoman: Greetje Lubbi
ICFTU: International Federation of Plantation, Agricultural and Allied Workers (IFPAAW)

Artists
Chairman: Floorjan Diepenbrock

Civil Servants
Chairman: Jaap van de Scheur
ICFTU: Public Services International (PSI)

Construction Workers
Chairman: Jan Schuller
ICFTU: International Federation of Building and Woodworkers (IFBWW)

Hairdressers
Chairman: P. F. Jekkers

Hotel and Restuarant Workers
Chairman: A. P. van Egmond

Industrial Workers
Chairman: Be van der Weg
ICFTU: Int'l Metalworkers' Federation (IMF)
Int'l Federation of Chemical, Energy and General Workers Unions (ICEF)
Int'l Textile, Garment and Leather Workers' Federation (ITGLWF)
Int'l Federation of Building and Woodworkers (IFBWW)

FNV Affiliates (continued)

Journalists
Chairman: M. M. de Bok
ICFTU: International Federation of Journalists (IFJ)

Police
Chairman: Leen van der Linden
International Union of Police Federations (UISP)

Seamen
Chairman: D. Opmeer

Service Workers
Chairman: Lodewijk de Waal
ICFTU: International Federation of Commercial, Clerical, and Technical Employees (FIET)

Professional Soccer Players
Chairman: A. Steunenberg

Soccer Trainers
Chairman: M. F. Debruyn

Teachers
Chairwoman: Ella Vogelaar
ICFTU: International Federation of Free Teachers' Union (IFFTU)

Transport Workers
Chairman: Ruud Vreeman
ICFTU: International Transport Workers' Federation (ITF)

Typographers
Chairman: Toine Doeze

Women's Union
Chairwoman: Maria van Veen

NATIONAL FEDERATION OF CHRISTIAN TRADE UNIONS (CNV)
Chairman: Henk Hofstede
International Affiliations:
World Confederation of Labor (WCL)
European Trade Union Confederation (ETUC)

CNV Trade Union Affiliates:

Catholic Teachers
Chairman: Cees van Overbeek
WCL: World Confederation of Teachers

Catholic Union for Sextons
Chairman: W.P.M. van 't Walderveen

Civil Servants
Chairman: Ton de Jong
WCL: International Federation of Employees in Public Service

Industrial and Food Workers
Chairman: Frits Hanko
WCL: World Federation of Industry Workers
European Metal Federation

Center for Christian Journalists

General Christian Organization for Professional Military Personnel
Chairman: Piet van Eijkeren

General Christian Police
Chairman: Gert Koffeman
WCL: International Federation of Employees in Public Service

Printers
Chairman: R. van Kesteren
WCL: Graphic International Trade Federation

Service Workers
Chairman: Nico van der Stel
WCL: World Federation of Trade Unions of Non-Manual Workers

Protestant-Christian Organizations of Sextons in Holland
Chairman: L. van den Donker

CNV Affiliates (continued)

Protestant Christian Teachers
Chairman: Leen ter Haar
WCL: World Confederation of Teachers

Section AVO/AVO-VWO of the Protestant Christian Teachers Union
Chairman: E. Komdeur

Transport Workers
Chairman: Eelke Jongsma
WCL: International Federation of Trade Unions of Transport Workers

Wood and Construction Workers
President: Freek van der Meulen
WCL: World Federation of Building and Woodworkers Unions

LABOR CENTRAL FOR CLERICAL AND MANAGERIAL PERSONNEL (MHP)
Chairman: Jos Werkhoven

MHP Trade Union Affiliates

Administrative, Technical and Commercial Personnel
Chairman: Cees Michielse
WCL: International Federation of Employees in Public Service

Civil Servants
Chairman: J. P. Kramer

Clerical and Managerial Personnel
Chairman: J. C. Coster
International Confederation of Administrators

UNAFFILIATED UNIONS

Civil Servants Center
Chairman: L. P. Kenter
International Confederation of Public Servants (CIF)

KLM Airline Employees
International Transport Workers' Federation (ITF)

KLM Flight Personnel
International Transport Workers' Federation (ITF)

Appendix B

LABOR, MANPOWER, AND SOCIAL STATISTICS

TABLE 1: Labor Force

	1985	1986	1987	1988
Total Population (thousands)	14,529	14,615	14,715	14,806
Work Force (1,000 man-years): (excluding self-employed)				
Agriculture and Fisheries	72	71	70.2	75.7
Mining	9	9	9.7	9.6
Manufacturing	836	879	976.	983.9
Public Utilities	46	46	46	46
Building	287	301	327.6	334.3
Trade, Hotel, Restaurant, Repair	67C	745	811.7	852.2
Transport, Storage, Communications	290	310	329.4	336.4
Other Services	1,744	1,684	1,598.4	1,624.4
TOTAL	3,954	4,045	4,709.9	4,830.4

SOURCE: Central Bureau of Statistics - Statistical Bulletin

Registered Male Unemployed (thousands)	498.0	453.5	428.7	420.3
--as % of male labor force	13.0	11.8	11.1	10.8
Registered Female Unemployed	263.0	257.2	256.8	261.9
--as % of female labor force	12.8	12.3	12.1	13.0
Total Unemployment	761.0	10.70	685.5	682.2
--as % of labor force	12.9	12.0	11.5	11.5
Number of Vacancies	24.5	27.1	26.5	27.8
--as % of labor force	0.5	0.7	0.7	0.6

SOURCE: Central Bureau of Statistics - Monthly Socio-Economic Statistics, Dec. 1988

Appendix B (continued)

TABLE 2: Union Membership

	1984	1985	1986	1987	1988
FNV	942,825	915,815	902,672	910,803	931,785
CNV	311,275	301,502	298,108	291,570	293,567
MHP	110,181	109,412	106,920	114,916	121,323

Largest FNV Unions:

	APR 1985	APR 1986	JULY 1987	JULY 1988
Civil Servants (AbvaKabo)	243,218	242,115	247,954	253,900
Industrial Workers	215,429	210,215	206,212	204,895
Construction Workers	143,109	143,469	145,914	147,917
Service Workers	64,358	63,604	63,144	64,085
Transport Workers	59,338	59,070	57,497	58,135
Food Workers	45,546	47,425	49,278	51,530
Printers	42,738	43,075	43,870	44,635
Teachers	42,664	41,693	42,302	41,785

Largest CNV Unions:

Civil Servants	82,660	81,244	81,042	80,081
Industrial and Food Workers	49,868	48,960	48,851	49,036
Construction Workers	37,284	37,299	38,851	38,454
Catholic Teachers	39,828	39,671	38,851	37,594
Police Union	19,685	20,625	20,171	20,144
Protestant Teachers	22,516	21,709	18,286	17,506

SOURCE: Central Bureau of Statistics - Monthly Socio-Economic Statistics

Appendix B (continued):

TABLE 3: Index of Regulated Wages

A. 1980 = Index 100

Hourly Wages (Index)	1986	1987	1988
Total	115.4	116.6	117.6
Youth	108.6	109.3	109.8
Adults:	116.1	117.4	118.4
Of which: Public Sector	100.7	102.1	102.4
Private Sector	123.3	124.7	126.0
Weekly & Monthly Wages (Index)			
Total	111.1	111.8	112.5
Youth	104.6	104.8	104.9
Adults	111.8	112.6	113.3
Of which: Public Sector	97.3	98.7	99.0
Private Sector	118.6	119.1	120.0

SOURCE: Statistical Bulletin No. 8 Feb. 23, 1989

B. In Guilders (average rate 2.05 guilders per dollar)

Average Hourly Wage *	1985	1986	1987
All Workers	18.52	18.83	-
White Collar	19.81	20.12	-
Blue Collar	16.28	16.53	-
Average Weekly Wage *			
All Workers	770	782	-
White Collar	824	837	-
Blue Collar	680	690	-
Weekly Minimum Wage *	458.70	458.70	458.70

SOURCE: Sociale Maandstatistiek Dec. 1988

*Taxes and welfare premiums, on average, double wage costs.

Appendix B (continued):

TABLE 4: Social Security

	1985	1986	1987	1988
Recipients (in 000's) (Dutch initials follow Act)				
Sickness Act ZW	225	236	252	261
Disability Act WAO	567	577	579	595
Disability Act AAW	200	206	213	209
Unemployment Act WW	108	94	* 175	213
Unemployment ACT WWV	174	148	62	15
General Assistance RWW	397	407	399	394
Income provision, older and partially disabled unemployed IOAW			* 14	16
Old age pensions AOW	1,852	1,894	1,934	1,977
General widows and orphans AWW	173	172	171	169
General assistance ABW	217	211	215	215
Outlays (million guilders)				
Social Insurance				
Total	82,960	84,540	87,040	89,290
of which:				
Labor disability	22,810	23,640	24,340	24,780
Sickness cost	23,810	24,050	25,140	25,480
Old age insurance	23,720	24,700	25,430	26,110
Widows and orphans	2,610	2,640	2,600	2,570
Unemployment insur.	2,530	2,430	4,000	4,650
Family allowance	7,480	7,080	5,530	5,700
Social Welfare				
Total	21,510	20,800	19,310	18,490
of which:				
General assistance	10,760	10,950	11,030	10,950
Social work	1,880	1,900	1,920	2,020
Unemployment wwv	4,710	3,910	1,670	440
Individual rent subs.	1,360	1,400	1,560	1,590
Family care	1,010	1,000	1,090	1,100
Social benefits directly by employers	4,710	4,710	4,810	4,850
Pension insurance	14,920	16,140	17,220	18,210
Total soc. security	124,100	126,190	128,380	130,840
(pct. net natl. income)	33.0	32.7	33.2	32.9

*Unemployment and labor disability benefits changed 1987

SOURCE: Central Bureau of Statistics - 1988 in figures

Appendix B (continued):

TABLE 5: Strikes

STRIKES	1984	1985	1986	1987	1988
Number of Disputes	11	45	35	28	38
Number of Workers Involved	16,158	22,570	17,029	12,562	5,233
Number of Lost Work Days	29,181	89,390	38,858	58,276	8,922

SOURCE: Central Bureau of Statistics - Statistical Bulletin No. 6, Feb. 9, 1988.

★U.S. Government Printing Office: 1989-262-279/00028

Superintendent of Documents Subscriptions Order Form

Order Processing Code
*6314

Charge your order. It's easy!

☐ **YES,** please send me the following indicated subscriptions:

_____subscriptions of FOREIGN LABOR TRENDS, FLT, for $53.00 each domestic subscription per year; $66.25 each foreign subscription per year.

1. The total cost of my order is $_____ . All prices include regular domestic postage and handling and are subject to change. International customers please add 25%.

Please Type or Print

2. _____
(Company or personal name)

_____
(Additional address/attention line)

_____
(Street address)

_____
(City, State, ZIP Code)

(_____) _____
(Daytime phone including area code)

3. **Please choose method of payment:**

☐ Check payable to the Superintendent of Documents

☐ GPO Deposit Account ☐☐☐☐☐☐☐-☐

☐ VISA, CHOICE or MasterCard Account

☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐

_____
(Credit card expiration date)

Thank you for your order!

_____
(Signature)

4. **Mail To:** Superintendent of Documents, Government Printing Office, Washington, D.C. 20402-9371